

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 4/01/08 to 3/31/09.

1) Employment Unit: CBS Broadcasting, Inc./Philadelphia Television Station WPSG, Inc.

2) Unit Members (Stations and Communities of License): KYW-TV; WPSG-TV

3) EEO Contact Information for Unit Member:

Mailing Address: 1555 Hamilton Street Philadelphia, PA 19130	Telephone Number: (215) 977-5571
	Contact Person: Paul Marrero: Human Resources Manager
	E-mail Address: Marrero@cbs3.com

### **4) List all Full-Time Job Vacancies (identified by Job Title) Filled by Each Station in the Employment Unit.**

1. Reporter
2. VP / Director of Sales
3. Reporter
4. Assignment Editor
5. Assistant Web Producer
6. Assignment Editor
7. Sales Assistant
8. Digital Media Manager
9. Editor
10. Admin Assistant/Payroll
11. Account Executive
12. Reporter
13. Anchor
14. Production Assistant

( \_ Check here if additional Full-Time Job Vacancies filled are listed on an attached sheet, using identical format.)

**5) Job Title: Reporter**
**Referral Source(s) of Hire: Station Website**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (YES or No)
American Foundation for Negro Affairs	Samuel L. Evans	117 South 17 <sup>th</sup> Street, Suite 1200 Philadelphia, PA 19103	(215) 854-1470	YES
Greater Phila Urban Affairs Coalition	Jerry Mitchell	1207 Chestnut Street, 4 <sup>th</sup> Floor Philadelphia, PA 19107	(215) 851-0110	YES
ASPIRA	Alfredo Calderon	4322 North 5 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Philadelphia, PA 19140	(215) 455-1300	YES
Mayor's Commission on Aging	Pat West	100 South Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19110	(215) 686-8450	YES
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue Philadelphia, PA 19134	(215) 426-2200	YES
Mayor's Commission on Puerto Rican/Latin Affairs	Tom Carter	City Hall, Room 110 Philadelphia, PA 19107	(215) 686-2171	YES
Congreso	Brenda Brewington	216 W. Somerset St. Philadelphia, PA 19123	(215) 763-8870	YES
N.A.A.C.P.	Rhonda Williams	1619 West Cecil B. Moore Avenue Philadelphia, PA 19121	(215) 978-7500	YES
Concillio	Patricia Soria	705-09 North Franklin Street Philadelphia, PA 19123	(215) 627-3100	YES
Delaware City Office of Employment & Training	Mike Caputo	9 South 69 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Upper Darby, PA 19082	(610) 713-2200	YES
Northwest Career Link (formerly PA Job Center)	Mr. Joe West	235 West Chelton Avenue Philadelphia, PA 19144	(215) 560-5188	YES
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19122	(215) 236-7700	YES
South Philadelphia Career Link	Anielle LeBlanc	930 Washington Avenue Philadelphia, PA 19147-3898	(215) 952-1143	YES
Philadelphia Foundation	Phil Arko	1234 Market Street, Suite 1800 Philadelphia, PA 19107-3794	(215) 563-6417	YES
The Team Career Link	Donna Tuteck	701 Crosby Street, Suite B Chester, PA 19013-6096	(610) 447-3350	YES
Philadelphia Workforce Development Corp.	Dee Kaplan	1617 JFK Boulevard Philadelphia, PA 19103	(215) 557-2800	YES
Urban League	Michael Walker	136 West Girard Avenue Philadelphia, PA 19123	(215) 451-5005	YES
Women In Transition	Human Resources	21 South 12 <sup>th</sup> Street, 6 <sup>th</sup> Floor Philadelphia, PA 19107	(215) 564-5301	YES
Reemployment Transition Center	Danielle Veltri	100 S. Broad Street, Suite 1400 Philadelphia, PA 19110	(215) 496-9650	YES
York City Career Link	Steven Wantz	841 Vogelsong Road POBox 14008 York, PA 17404	717-767-5709	YES
Councilwoman Jannie L. Blackwell		City Hall, Room 408 Philadelphia, PA 19104	Shana.chapple@phila.gov	YES

The Association for Women in Communications	Patricia Troy	780 Ritchie Highway, Suite 28s Severna Park, MD 21146		YES
Bryn Mawr College	Sharon Powers	101 N. Merion Ave Bryn Mawr, PA 19010		YES
Cheyney University Career Services	Milt Colston	Cheyney & Creek Roads Cheyney, PA 19319-0200		YES
Connecticut School of Broadcasting	Renee, Director	One Cherry Hill Suite 203 Cherry Hill, NJ 08002		YES
Delaware County Comm. College	Jay Lang	McDade Blvd & Clifton Ave Collingdale, PA 19023		YES
Drexel Univ Career Mgmt. Services	Patricia Donahue	3141 Chestnut Street Room 222 Philadelphia, PA 19104		YES
Rowan University	Joe Giampalmi	201 Mullica Rd Glassboro, NJ 08028		YES
LaSalle University Career Planning & Development	Lou LaMorte	1900 West Olney Ave Philadelphia, PA 19141		YES
MSC 186 Lincoln Univ. Career Center	Brensa Neal	PO Box 179 Lincoln University, PA 19352		YES
Montgomery County Community College	Eileen Dogherty	PO Box 400 Blue Bell, PA 19422-0796		YES
Montgomery City Comm. College	Nancy Gazan	340 DeKalb Pike Blue Bell, PA 19422		YES
Pierce College Placement Office		1420 Pine Street Philadelphia, PA 19102		YES
Pennco Tech Placement Dept	Tanee Robertson	99 Erial Rd POBox 1427 Blackwood, NJ 08012		YES
Philadelphia Community College Job Placement	Tarsha Scovens	1700 Spring Garden Street Philadelphia, PA 19130		YES
Rutgers University Career Placement	Carol Young	326 Penn Street Camden, NJ 08102		YES
St. Josephs University Career Center	Terry Barth	5600 City Avenue Philadelphia, PA 19131-1395		YES
Temple University Career Dev. Cervices	Jennifer Bunch	1913 N. Broad Street Mitten Hall 2 <sup>nd</sup> Fl. Philadelphia, PA 19122-6092		YES
University of Pennsylvania Career Services	Pat Rose	3718 Locust Walk Suite 20 McNeil Bldg. Philadelphia, PA 19104-6209		YES
Villanova University Career Services	John O'Leary	800 Lancaster Ave Carr Hall Villanova, PA 19085-1699		YES
West Chester University Career Dev.	Elizabeth Giangulio	Lawrence Bldg. Room 106 West Chester, PA 19383		YES
Metropolitan Career Center	Employment Services	162 West Chelton Ave Philadelphia, PA 19144		YES
Harcum Junior College Career Center	Director's Office	Montgomery & Morris Avenues Bryn Mawr, PA 19010		YES
National Association of Hispanic Journalist		NAHJ.COM		YES
Al Dia Newspaper		Latino readership Weekly Newspaper		N/A
Philadelphia Gay News		Alternative readership Newspaper		N/A

Philadelphia Tribune		African American readership Newspaper		N/A
Station Website		Internet job posting		N/A
Philadelphia Weekly News		General Readership		N/A
Internal Posting		Job board posting		N/A
TVJOBS.COM		TVJOBS.COM		N/A
Craigslist.org		Craigslist.org		N/A

### 5) Job Title: VP / Director of Sales

### Referral Source(s) of Hiree: Exigent Circumstances

### 5) Job Title: Reporter

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Congreso	Brenda Brewington	216 W. Somerset St. Philadelphia, PA 19123	(215) 763-8870	YES
N.A.A.C.P.	Rhonda Williams	1619 West Cecil B. Moore Avenue Philadelphia, PA 19121	(215) 978-7500	YES
Concillio	Patricia Soria	705-09 North Franklin Street Philadelphia, PA 19123	(215) 627-3100	YES
Delaware City Office of Employment & Training	Mike Caputo	9 South 69 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Upper Darby, PA 19082	(610) 713-2200	YES
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Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19122	(215) 236-7700	YES
South Philadelphia Career Link	Anielle LeBlanc	930 Washington Avenue Philadelphia, PA 19147-3898	(215) 952-1143	YES
Philadelphia Foundation	Phil Arko	1234 Market Street, Suite 1800 Philadelphia, PA 19107-3794	(215) 563-6417	YES
The Team Career Link	Donna Tuteck	701 Crosby Street, Suite B Chester, PA 19013-6096	(610) 447-3350	YES

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Urban League	Michael Walker	136 West Girard Avenue Philadelphia, PA 19123	(215) 451-5005	YES
Women In Transition	Human Resources	21 South 12 <sup>th</sup> Street, 6 <sup>th</sup> Floor Philadelphia, PA 19107	(215) 564-5301	YES
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Cheyney University Career Services	Milt Colston	Cheyney & Creek Roads Cheyney, PA 19319-0200		YES
Connecticut School of Broadcasting	Renee, Director	One Cherry Hill Suite 203 Cherry Hill, NJ 08002		YES
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Drexel Univ Career Mgmt. Services	Patricia Donahue	3141 Chestnut Street Room 222 Philadelphia, PA 19104		YES
Rowan University	Joe Giampalmi	201 Mullica Rd Glassboro, NJ 08028		YES
LaSalle University Career Planning & Development	Lou LaMorte	1900 West Olney Ave Philadelphia, PA 19141		YES
MSC 186 Lincoln Univ. Career Center	Brensa Neal	PO Box 179 Lincoln University, PA 19352		YES
Montgomery County Community College	Eileen Dogherty	PO Box 400 Blue Bell, PA 19422-0796		YES
Montgomery City Comm. College	Nancy Gazan	340 DeKalb Pike Blue Bell, PA 19422		YES
Pierce College Placement Office		1420 Pine Street Philadelphia, PA 19102		YES
Pennco Tech Placement Dept	Tanee Robertson	99 Erial Rd POBox 1427 Blackwood, NJ 08012		YES
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University of Pennsylvania Career Services	Pat Rose	3718 Locust Walk Suite 20 McNeil Bldg. Philadelphia, PA 19104-6209		YES



Villanova University Career Services	John O'Leary	800 Lancaster Ave Carr Hall Villanova, PA 19085-1699		YES
West Chester University Career Dev.	Elizabeth Giangulio	Lawrence Bldg. Room 106 West Chester, PA 19383		YES
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Harcum Junior College Career Center	Director's Office	Montgomery & Morris Avenues Bryn Mawr, PA 19010		YES
National Association of Hispanic Journalist		NAHJ.COM		YES
Al Dia Newspaper		Latino readership Weekly Newspaper		N/A
Philadelphia Gay News		Alternative readership Newspaper		N/A
Philadelphia Tribune		African American readership Newspaper		N/A
Station Website		Internet job posting		N/A
Philadelphia Weekly News		General Readership		N/A
Internal Posting		Job board posting		N/A
TVJOBS.COM		TVJOBS.COM		N/A
Craigslist.org		Craigslist.org		N/A

### 5) Job Title: Assingment Editor

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Mayor's Commission on Aging	Pat West	100 South Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19110	(215) 686-8450	YES
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue Philadelphia, PA 19134	(215) 426-2200	YES
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Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19122	(215) 236-7700	YES
South Philadelphia Career Link	Anielle LeBlanc	930 Washington Avenue Philadelphia, PA 19147-3898	(215) 952-1143	YES
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Pennco Tech Placement Dept	Tanee Robertson	99 Erial Rd POBox 1427 Blackwood, NJ 08012		YES
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Rutgers University Career Placement	Carol Young	326 Penn Street Camden, NJ 08102		YES
St. Josephs University Career Center	Terry Barth	5600 City Avenue Philadelphia, PA 19131-1395		YES
Temple University Career Dev. Services	Jennifer Bunch	1913 N. Broad Street Mitten Hall 2 <sup>nd</sup> Fl. Philadelphia, PA 19122-6092		YES
University of Pennsylvania Career Services	Pat Rose	3718 Locust Walk Suite 20 McNeil Bldg. Philadelphia, PA 19104-6209		YES
Villanova University Career Services	John O'Leary	800 Lancaster Ave Carr Hall Villanova, PA 19085-1699		YES
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National Association of Hispanic Journalist		NAHJ.COM		YES
Al Dia Newspaper		Latino readership Weekly Newspaper		N/A
Philadelphia Gay News		Alternative readership Newspaper		N/A
Philadelphia Tribune		African American readership Newspaper		N/A
Station Website		Internet job posting		N/A
Philadelphia Weekly News		General Readership		N/A
Internal Posting		Job board posting		N/A
TVJOBS.COM		TVJOBS.COM		N/A
Craigslist.org		Craigslist.org		N/A

### 5) Job Title: Assistant Web Producer

### Referral Source(s) of Hiree: Intenal Posting

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Congreso	Brenda Brewington	216 W. Somerset St. Philadelphia, PA 19123	(215) 763-8870	YES
N.A.A.C.P.	Rhonda Williams	1619 West Cecil B. Moore Avenue Philadelphia, PA 19121	(215) 978-7500	YES
Concillio	Patricia Soria	705-09 North Franklin Street Philadelphia, PA 19123	(215) 627-3100	YES
Delaware City Office of Employment & Training	Mike Caputo	9 South 69 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Upper Darby, PA 19082	(610) 713-2200	YES
Northwest Career Link (formerly PA Job Center)	Mr. Joe West	235 West Chelton Avenue Philadelphia, PA 19144	(215) 560-5188	YES
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### 5) Job Title: Assignment Editor

### Referral Source(s) of Hiree: Internal Posting

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Drexel Univ Career Mgmt. Services	Patricia Donahue	3141 Chestnut Street Room 222 Philadelphia, PA 19104		YES
Rowan University	Joe Giampalmi	201 Mullica Rd Glassboro, NJ 08028		YES

LaSalle University Career Planning & Development	Lou LaMorte	1900 West Olney Ave Philadelphia, PA 19141		YES
MSC 186 Lincoln Univ. Career Center	Brensa Neal	PO Box 179 Lincoln University, PA 19352		YES
Montgomery County Community College	Eileen Dogherty	PO Box 400 Blue Bell, PA 19422-0796		YES
Montgomery City Comm. College	Nancy Gazan	340 DeKalb Pike Blue Bell, PA 19422		YES
Pierce College Placement Office		1420 Pine Street Philadelphia, PA 19102		YES
Pennco Tech Placement Dept	Tanee Robertson	99 Erial Rd POBox 1427 Blackwood, NJ 08012		YES
Philadelphia Community College Job Placement	Tarsha Scovens	1700 Spring Garden Street Philadelphia, PA 19130		YES
Rutgers University Career Placement	Carol Young	326 Penn Street Camden, NJ 08102		YES
St. Josephs University Career Center	Terry Barth	5600 City Avenue Philadelphia, PA 19131-1395		YES
Temple University Career Dev. Services	Jennifer Bunch	1913 N. Broad Street Mitten Hall 2 <sup>nd</sup> Fl. Philadelphia, PA 19122-6092		YES
University of Pennsylvania Career Services	Pat Rose	3718 Locust Walk Suite 20 McNeil Bldg. Philadelphia, PA 19104-6209		YES
Villanova University Career Services	John O'Leary	800 Lancaster Ave Carr Hall Villanova, PA 19085-1699		YES
West Chester University Career Dev.	Elizabeth Giangiulio	Lawrence Bldg. Room 106 West Chester, PA 19383		YES
Metropolitan Career Center	Employment Services	162 West Chelton Ave Philadelphia, PA 19144		YES
Harcum Junior College Career Center	Director's Office	Montgomery & Morris Avenues Bryn Mawr, PA 19010		YES
National Association of Hispanic Journalist		NAHJ.COM		YES
Al Dia Newspaper		Latino readership Weekly Newspaper		N/A
Philadelphia Gay News		Alternative readership Newspaper		N/A
Philadelphia Tribune		African American readership Newspaper		N/A
Station Website		Internet job posting		N/A
Philadelphia Weekly News		General Readership		N/A
Internal Posting		Job board posting		N/A
TVJOBS.COM		TVJOBS.COM		N/A
Craigslist.org		Craigslist.org		N/A

## 5) Job Title: Sales Assistant

## Referral Source(s) of Hiree: Station Website

American Foundation for Negro Affairs	Samuel L. Evans	117 South 17 <sup>th</sup> Street, Suite 1200 Philadelphia, PA 19103	(215) 854-1470	YES
Greater Phila Urban Affairs Coalition	Jerry Mitchell	1207 Chestnut Street, 4 <sup>th</sup> Floor Philadelphia, PA 19107	(215) 851-0110	YES
ASPIRA	Alfredo Calderon	4322 North 5 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Philadelphia, PA 19140	(215) 455-1300	YES
Mayor's Commission on Aging	Pat West	100 South Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19110	(215) 686-8450	YES
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue Philadelphia, PA 19134	(215) 426-2200	YES
Mayor's Commission on Puerto Rican/Latin Affairs	Tom Carter	City Hall, Room 110 Philadelphia, PA 19107	(215) 686-2171	YES
Congreso	Brenda Brewington	216 W. Somerset St. Philadelphia, PA 19123	(215) 763-8870	YES
N.A.A.C.P.	Rhonda Williams	1619 West Cecil B. Moore Avenue Philadelphia, PA 19121	(215) 978-7500	YES
Concillio	Patricia Soria	705-09 North Franklin Street Philadelphia, PA 19123	(215) 627-3100	YES
Delaware City Office of Employment & Training	<i>Mike Caputo</i>	9 South 69 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Upper Darby, PA 19082	(610) 713-2200	YES
Northwest Career Link (formerly PA Job Center)	Mr. Joe West	235 West Chelton Avenue Philadelphia, PA 19144	(215) 560-5188	YES
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19122	(215) 236-7700	YES
South Philadelphia Career Link	Anielle LeBlanc	930 Washington Avenue Philadelphia, PA 19147-3898	(215) 952-1143	YES
Philadelphia Foundation	Phil Arko	1234 Market Street, Suite 1800 Philadelphia, PA 19107-3794	(215) 563-6417	YES
The Team Career Link	Donna Tuteck	701 Crosby Street, Suite B Chester, PA 19013-6096	(610) 447-3350	YES
Philadelphia Workforce Development Corp.	Dee Kaplan	1617 JFK Boulevard Philadelphia, PA 19103	(215) 557-2800	YES
Urban League	Michael Walker	136 West Girard Avenue Philadelphia, PA 19123	(215) 451-5005	YES
Women In Transition	Human Resources	21 South 12 <sup>th</sup> Street, 6 <sup>th</sup> Floor Philadelphia, PA 19107	(215) 564-5301	YES
Reemployment Transition Center	Danielle Veltri	100 S. Broad Street, Suite 1400 Philadelphia, PA 19110	(215) 496-9650	YES
York City Career Link	Steven Wantz	841 Vogelsong Road POBox 14008 York, PA 17404	717-767-5709	YES
Councilwoman Jannie L. Blackwell		City Hall, Room 408 Philadelphia, PA 19104	Shana.chapple@phila.gov	YES
The Association for Women in Communications	Patricia Troy	780 Ritchie Highway, Suite 28s Severna Park, MD 21146		YES
Bryn Mawr College	Sharon Powers	101 N. Merion Ave Bryn Mawr, PA 19010		YES
Cheyney University Career Services	Milt Colston	Cheyney & Creek Roads Cheyney, PA 19319-0200		YES



Connecticut School of Broadcasting	Renee, Director	One Cherry Hill Suite 203 Cherry Hill, NJ 08002		YES
Delaware County Comm. College	Jay Lang	McDade Blvd & Clifton Ave Collingdale, PA 19023		YES
Drexel Univ Career Mgmt. Services	Patricia Donahue	3141 Chestnut Street Room 222 Philadelphia, PA 19104		YES
Rowan University	Joe Giampalmi	201 Mullica Rd Glassboro, NJ 08028		YES
LaSalle University Career Planning & Development	Lou LaMorte	1900 West Olney Ave Philadelphia, PA 19141		YES
MSC 186 Lincoln Univ. Career Center	Brensa Neal	PO Box 179 Lincoln University, PA 19352		YES
Montgomery County Community College	Eileen Dogherty	PO Box 400 Blue Bell, PA 19422-0796		YES
Montgomery City Comm. College	Nancy Gazan	340 DeKalb Pike Blue Bell, PA 19422		YES
Pierce College Placement Office		1420 Pine Street Philadelphia, PA 19102		YES
Pennco Tech Placement Dept	Tanee Robertson	99 Erial Rd POBox 1427 Blackwood, NJ 08012		YES
Philadelphia Community College Job Placement	Tarsha Scovens	1700 Spring Garden Street Philadelphia, PA 19130		YES
Rutgers University Career Placement	Carol Young	326 Penn Street Camden, NJ 08102		YES
St. Josephs University Career Center	Terry Barth	5600 City Avenue Philadelphia, PA 19131-1395		YES
Temple University Career Dev. Services	Jennifer Bunch	1913 N. Broad Street Mitten Hall 2 <sup>nd</sup> Fl. Philadelphia, PA 19122-6092		YES
University of Pennsylvania Career Services	Pat Rose	3718 Locust Walk Suite 20 McNeil Bldg. Philadelphia, PA 19104-6209		YES
Villanova University Career Services	John O'Leary	800 Lancaster Ave Carr Hall Villanova, PA 19085-1699		YES
West Chester University Career Dev.	Elizabeth Giangulio	Lawrence Bldg. Room 106 West Chester, PA 19383		YES
Metropolitan Career Center	Employment Services	162 West Chelton Ave Philadelphia, PA 19144		YES
Harcum Junior College Career Center	Director's Office	Montgomery & Morris Avenues Bryn Mawr, PA 19010		YES
National Association of Hispanic Journalist		NAHJ.COM		YES
Al Dia Newspaper		Latino readership Weekly Newspaper		N/A
Philadelphia Gay News		Alternative readership Newspaper		N/A
Philadelphia Tribune		African American readership Newspaper		N/A
Station Website		Internet job posting		N/A
Philadelphia Weekly News		General Readership		N/A
Internal Posting		Job board posting		N/A

TVJOBS.COM		TVJOBS.COM		N/A
Careerbuilder		Careerbuilder.com		N/A

### 5) Job Title: Digital Media Manager

### Referral Source(s) of Hiree: Internal Posting

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (YES or No)
American Foundation for Negro Affairs	Samuel L. Evans	117 South 17 <sup>th</sup> Street, Suite 1200 Philadelphia, PA 19103	(215) 854-1470	YES
Greater Phila Urban Affairs Coalition	Jerry Mitchell	1207 Chestnut Street, 4 <sup>th</sup> Floor Philadelphia, PA 19107	(215) 851-0110	YES
ASPIRA	Alfredo Calderon	4322 North 5 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Philadelphia, PA 19140	(215) 455-1300	YES
Mayor's Commission on Aging	Pat West	100 South Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19110	(215) 686-8450	YES
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue Philadelphia, PA 19134	(215) 426-2200	YES
Mayor's Commission on Puerto Rican/Latin Affairs	Tom Carter	City Hall, Room 110 Philadelphia, PA 19107	(215) 686-2171	YES
Congreso	Brenda Brewington	216 W. Somerset St. Philadelphia, PA 19123	(215) 763-8870	YES
N.A.A.C.P.	Rhonda Williams	1619 West Cecil B. Moore Avenue Philadelphia, PA 19121	(215) 978-7500	YES
Concillio	Patricia Soria	705-09 North Franklin Street Philadelphia, PA 19123	(215) 627-3100	YES
Delaware City Office of Employment & Training	Mike Caputo	9 South 69 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Upper Darby, PA 19082	(610) 713-2200	YES
Northwest Career Link (formerly PA Job Center)	Mr. Joe West	235 West Chelton Avenue Philadelphia, PA 19144	(215) 560-5188	YES
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19122	(215) 236-7700	YES
South Philadelphia Career Link	Anielle LeBlanc	930 Washington Avenue Philadelphia, PA 19147-3898	(215) 952-1143	YES
Philadelphia Foundation	Phil Arko	1234 Market Street, Suite 1800 Philadelphia, PA 19107-3794	(215) 563-6417	YES
The Team Career Link	Donna Tuteck	701 Crosby Street, Suite B Chester, PA 19013-6096	(610) 447-3350	YES
Philadelphia Workforce Development Corp.	Dee Kaplan	1617 JFK Boulevard Philadelphia, PA 19103	(215) 557-2800	YES
Urban League	Michael Walker	136 West Girard Avenue Philadelphia, PA 19123	(215) 451-5005	YES
Women In Transition	Human Resources	21 South 12 <sup>th</sup> Street, 6 <sup>th</sup> Floor Philadelphia, PA 19107	(215) 564-5301	YES
Reemployment Transition Center	Danielle Veltri	100 S. Broad Street, Suite 1400 Philadelphia, PA 19110	(215) 496-9650	YES
York City Career Link	Steven Wantz	841 Vogelsong Road POBox 14008 York, PA 17404	717-767-5709	YES

Councilwoman Jannie L. Blackwell		City Hall, Room 408 Philadelphia, PA 19104	Shana.chapple@phila.gov	YES
The Association for Women in Communications	Patricia Troy	780 Ritchie Highway, Suite 28s Severna Park, MD 21146		YES
Bryn Mawr College	Sharon Powers	101 N. Merion Ave Bryn Mawr, PA 19010		YES
Cheyney University Career Services	Milt Colston	Cheyney & Creek Roads Cheyney, PA 19319-0200		YES
Connecticut School of Broadcasting	Renee, Director	One Cherry Hill Suite 203 Cherry Hill, NJ 08002		YES
Delaware County Comm. College	Jay Lang	McDade Blvd & Clifton Ave Collingdale, PA 19023		YES
Drexel Univ Career Mgmt. Services	Patricia Donahue	3141 Chestnut Street Room 222 Philadelphia, PA 19104		YES
Rowan University	Joe Giampalmi	201 Mullica Rd Glassboro, NJ 08028		YES
LaSalle University Career Planning & Development	Lou LaMorte	1900 West Olney Ave Philadelphia, PA 19141		YES
MSC 186 Lincoln Univ. Career Center	Brensa Neal	PO Box 179 Lincoln University, PA 19352		YES
Montgomery County Community College	Eileen Dogherty	PO Box 400 Blue Bell, PA 19422-0796		YES
Montgomery City Comm. College	Nancy Gazan	340 DeKalb Pike Blue Bell, PA 19422		YES
Pierce College Placement Office		1420 Pine Street Philadelphia, PA 19102		YES
Pennco Tech Placement Dept	Tanee Robertson	99 Erial Rd POBox 1427 Blackwood, NJ 08012		YES
Philadelphia Community College Job Placement	Tarsha Scovens	1700 Spring Garden Street Philadelphia, PA 19130		YES
Rutgers University Career Placement	Carol Young	326 Penn Street Camden, NJ 08102		YES
St. Josephs University Career Center	Terry Barth	5600 City Avenue Philadelphia, PA 19131-1395		YES
Temple University Career Dev. Services	Jennifer Bunch	1913 N. Broad Street Mitten Hall 2 <sup>nd</sup> Fl. Philadelphia, PA 19122-6092		YES
University of Pennsylvania Career Services	Pat Rose	3718 Locust Walk Suite 20 McNeil Bldg. Philadelphia, PA 19104-6209		YES
Villanova University Career Services	John O'Leary	800 Lancaster Ave Carr Hall Villanova, PA 19085-1699		YES
West Chester University Career Dev.	Elizabeth Giangliulio	Lawrence Bldg. Room 106 West Chester, PA 19383		YES
Metropolitan Career Center	Employment Services	162 West Chelton Ave Philadelphia, PA 19144		YES
Harcum Junior College Career Center	Director's Office	Montgomery & Morris Avenues Bryn Mawr, PA 19010		YES
National Association of Hispanic Journalist		NAHJ.COM		YES
Al Dia Newspaper		Latino readership Weekly Newspaper		N/A

Philadelphia Gay News		Alternative readership Newspaper		N/A
Philadelphia Tribune		African American readership Newspaper		N/A
Station Website		Internet job posting		N/A
Philadelphia Weekly News		General Readership		N/A
Internal Posting		Job board posting		N/A
TVJOBS.COM		TVJOBS.COM		N/A
Craigslist.org		Craigslist.org		N/A

### 5) Job Title: Eitor

### Referral Source(s) of Hire: Internal Posting

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (YES or No)
American Foundation for Negro Affairs	Samuel L. Evans	117 South 17 <sup>th</sup> Street, Suite 1200 Philadelphia, PA 19103	(215) 854-1470	YES
Greater Phila Urban Affairs Coalition	Jerry Mitchell	1207 Chestnut Street, 4 <sup>th</sup> Floor Philadelphia, PA 19107	(215) 851-0110	YES
ASPIRA	Alfredo Calderon	4322 North 5 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Philadelphia, PA 19140	(215) 455-1300	YES
Mayor's Commission on Aging	Pat West	100 South Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19110	(215) 686-8450	YES
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue Philadelphia, PA 19134	(215) 426-2200	YES
Mayor's Commission on Puerto Rican/Latin Affairs	Tom Carter	City Hall, Room 110 Philadelphia, PA 19107	(215) 686-2171	YES
Congreso	Brenda Brewington	216 W. Somerset St. Philadelphia, PA 19123	(215) 763-8870	YES
N.A.A.C.P.	Rhonda Williams	1619 West Cecil B. Moore Avenue Philadelphia, PA 19121	(215) 978-7500	YES
Concillio	Patricia Soria	705-09 North Franklin Street Philadelphia, PA 19123	(215) 627-3100	YES
Delaware City Office of Employment & Training	Mike Caputo	9 South 69 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Upper Darby, PA 19082	(610) 713-2200	YES
Northwest Career Link (formerly PA Job Center)	Mr. Joe West	235 West Chelton Avenue Philadelphia, PA 19144	(215) 560-5188	YES
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19122	(215) 236-7700	YES
South Philadelphia Career Link	Anielle LeBlanc	930 Washington Avenue Philadelphia, PA 19147-3898	(215) 952-1143	YES
Philadelphia Foundation	Phil Arko	1234 Market Street, Suite 1800 Philadelphia, PA 19107-3794	(215) 563-6417	YES
The Team Career Link	Donna Tuteck	701 Crosby Street, Suite B Chester, PA 19013-6096	(610) 447-3350	YES
Philadelphia Workforce Development Corp.	Dee Kaplan	1617 JFK Boulevard Philadelphia, PA 19103	(215) 557-2800	YES

Urban League	Michael Walker	136 West Girard Avenue Philadelphia, PA 19123	(215) 451-5005	YES
Women In Transition	Human Resources	21 South 12 <sup>th</sup> Street, 6 <sup>th</sup> Floor Philadelphia, PA 19107	(215) 564-5301	YES
Reemployment Transition Center	Danielle Veltri	100 S. Broad Street, Suite 1400 Philadelphia, PA 19110	(215) 496-9650	YES
York City Career Link	Steven Wantz	841 Vogelsong Road POBox 14008 York, PA 17404	717-767-5709	YES
Councilwoman Jannie L. Blackwell		City Hall, Room 408 Philadelphia, PA 19104	Shana.chapple@phila.gov	YES
The Association for Women in Communications	Patricia Troy	780 Ritchie Highway, Suite 28s Severna Park, MD 21146		YES
Bryn Mawr College	Sharon Powers	101 N. Merion Ave Bryn Mawr, PA 19010		YES
Cheyney University Career Services	Milt Colston	Cheyney & Creek Roads Cheyney, PA 19319-0200		YES
Connecticut School of Broadcasting	Renee, Director	One Cherry Hill Suite 203 Cherry Hill, NJ 08002		YES
Delaware County Comm. College	Jay Lang	McDade Blvd & Clifton Ave Collingdale, PA 19023		YES
Drexel Univ Career Mgmt. Services	Patricia Donahue	3141 Chestnut Street Room 222 Philadelphia, PA 19104		YES
Rowan University	Joe Giampalmi	201 Mullica Rd Glassboro, NJ 08028		YES
LaSalle University Career Planning & Development	Lou LaMorte	1900 West Olney Ave Philadelphia, PA 19141		YES
MSC 186 Lincoln Univ. Career Center	Brensa Neal	PO Box 179 Lincoln University, PA 19352		YES
Montgomery County Community College	Eileen Dogherty	PO Box 400 Blue Bell, PA 19422-0796		YES
Montgomery City Comm. College	Nancy Gazan	340 DeKalb Pike Blue Bell, PA 19422		YES
Pierce College Placement Office		1420 Pine Street Philadelphia, PA 19102		YES
Pennco Tech Placement Dept	Tanee Robertson	99 Erial Rd POBox 1427 Blackwood, NJ 08012		YES
Philadelphia Community College Job Placement	Tarsha Scovens	1700 Spring Garden Street Philadelphia, PA 19130		YES
Rutgers University Career Placement	Carol Young	326 Penn Street Camden, NJ 08102		YES
St. Josephs University Career Center	Terry Barth	5600 City Avenue Philadelphia, PA 19131-1395		YES
Temple University Career Dev. Services	Jennifer Bunch	1913 N. Broad Street Mitten Hall 2 <sup>nd</sup> Fl. Philadelphia, PA 19122-6092		YES
University of Pennsylvania Career Services	Pat Rose	3718 Locust Walk Suite 20 McNeil Bldg. Philadelphia, PA 19104-6209		YES
Villanova University Career Services	John O'Leary	800 Lancaster Ave Carr Hall Villanova, PA 19085-1699		YES



West Chester University Career Dev.	Elizabeth Giangulio	Lawrence Bldg. Room 106 West Chester, PA 19383		YES
Metropolitan Career Center	Employment Services	162 West Chelton Ave Philadelphia, PA 19144		YES
Harcum Junior College Career Center	Director's Office	Montgomery & Morris Avenues Bryn Mawr, PA 19010		YES
National Association of Hispanic Journalist		NAHJ.COM		YES
Al Dia Newspaper		Latino readership Weekly Newspaper		N/A
Philadelphia Gay News		Alternative readership Newspaper		N/A
Philadelphia Tribune		African American readership Newspaper		N/A
Station Website		Internet job posting		N/A
Philadelphia Weekly News		General Readership		N/A
Internal Posting		Job board posting		N/A
TVJOBS.COM		TVJOBS.COM		N/A
Craigslist.org		Craigslist.org		N/A

### 5) Job Title: Admin Assistant/Payroll

### Referral Source(s) of Hire: Careerbuilder

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (YES or No)
American Foundation for Negro Affairs	Samuel L. Evans	117 South 17 <sup>th</sup> Street, Suite 1200 Philadelphia, PA 19103	(215) 854-1470	YES
Greater Phila Urban Affairs Coalition	Jerry Mitchell	1207 Chestnut Street, 4 <sup>th</sup> Floor Philadelphia, PA 19107	(215) 851-0110	YES
ASPIRA	Alfredo Calderon	4322 North 5 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Philadelphia, PA 19140	(215) 455-1300	YES
Mayor's Commission on Aging	Pat West	100 South Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19110	(215) 686-8450	YES
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue Philadelphia, PA 19134	(215) 426-2200	YES
Mayor's Commission on Puerto Rican/Latin Affairs	Tom Carter	City Hall, Room 110 Philadelphia, PA 19107	(215) 686-2171	YES
Congreso	Brenda Brewington	216 W. Somerset St. Philadelphia, PA 19123	(215) 763-8870	YES
N.A.A.C.P.	Rhonda Williams	1619 West Cecil B. Moore Avenue Philadelphia, PA 19121	(215) 978-7500	YES
Concillio	Patricia Soria	705-09 North Franklin Street Philadelphia, PA 19123	(215) 627-3100	YES
Delaware City Office of Employment & Training	Mike Caputo	9 South 69 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Upper Darby, PA 19082	(610) 713-2200	YES
Northwest Career Link (formerly PA Job Center)	Mr. Joe West	235 West Chelton Avenue Philadelphia, PA 19144	(215) 560-5188	YES

Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19122	(215) 236-7700	YES
South Philadelphia Career Link	Anielle LeBlanc	930 Washington Avenue Philadelphia, PA 19147-3898	(215) 952-1143	YES
Philadelphia Foundation	Phil Arko	1234 Market Street, Suite 1800 Philadelphia, PA 19107-3794	(215) 563-6417	YES
The Team Career Link	Donna Tuteck	701 Crosby Street, Suite B Chester, PA 19013-6096	(610) 447-3350	YES
Philadelphia Workforce Development Corp.	Dee Kaplan	1617 JFK Boulevard Philadelphia, PA 19103	(215) 557-2800	YES
Urban League	Michael Walker	136 West Girard Avenue Philadelphia, PA 19123	(215) 451-5005	YES
Women In Transition	Human Resources	21 South 12 <sup>th</sup> Street, 6 <sup>th</sup> Floor Philadelphia, PA 19107	(215) 564-5301	YES
Reemployment Transition Center	Danielle Veltri	100 S. Broad Street, Suite 1400 Philadelphia, PA 19110	(215) 496-9650	YES
York City Career Link	Steven Wantz	841 Vogelsong Road POBox 14008 York, PA 17404	717-767-5709	YES
Councilwoman Jannie L. Blackwell		City Hall, Room 408 Philadelphia, PA 19104	Shana.chapple@phila.gov	YES
The Association for Women in Communications	Patricia Troy	780 Ritchie Highway, Suite 28s Severna Park, MD 21146		YES
Bryn Mawr College	Sharon Powers	101 N. Merion Ave Bryn Mawr, PA 19010		YES
Cheyney University Career Services	Milt Colston	Cheyney & Creek Roads Cheyney, PA 19319-0200		YES
Connecticut School of Broadcasting	Renee, Director	One Cherry Hill Suite 203 Cherry Hill, NJ 08002		YES
Delaware County Comm. College	Jay Lang	McDade Blvd & Clifton Ave Collingdale, PA 19023		YES
Drexel Univ Career Mgmt. Services	Patricia Donahue	3141 Chestnut Street Room 222 Philadelphia, PA 19104		YES
Rowan University	Joe Giampalmi	201 Mullica Rd Glassboro, NJ 08028		YES
LaSalle University Career Planning & Development	Lou LaMorte	1900 West Olney Ave Philadelphia, PA 19141		YES
MSC 186 Lincoln Univ. Career Center	Brensa Neal	PO Box 179 Lincoln University, PA 19352		YES
Montgomery County Community College	Eileen Dogherty	PO Box 400 Blue Bell, PA 19422-0796		YES
Montgomery City Comm. College	Nancy Gazan	340 DeKalb Pike Blue Bell, PA 19422		YES
Pierce College Placement Office		1420 Pine Street Philadelphia, PA 19102		YES
Pennco Tech Placement Dept	Tanee Robertson	99 Erial Rd POBox 1427 Blackwood, NJ 08012		YES
Philadelphia Community College Job Placement	Tarsha Scovens	1700 Spring Garden Street Philadelphia, PA 19130		YES

Rutgers University Career Placement	Carol Young	326 Penn Street Camden, NJ 08102		YES
St. Josephs University Career Center	Terry Barth	5600 City Avenue Philadelphia, PA 19131-1395		YES
Temple University Career Dev. Services	Jennifer Bunch	1913 N. Broad Street Mitten Hall 2 <sup>nd</sup> Fl. Philadelphia, PA 19122-6092		YES
University of Pennsylvania Career Services	Pat Rose	3718 Locust Walk Suite 20 McNeil Bldg. Philadelphia, PA 19104-6209		YES
Villanova University Career Services	John O'Leary	800 Lancaster Ave Carr Hall Villanova, PA 19085-1699		YES
West Chester University Career Dev.	Elizabeth Giangulio	Lawrence Bldg. Room 106 West Chester, PA 19383		YES
Metropolitan Career Center	Employment Services	162 West Chelton Ave Philadelphia, PA 19144		YES
Harcum Junior College Career Center	Director's Office	Montgomery & Morris Avenues Bryn Mawr, PA 19010		YES
National Association of Hispanic Journalist		NAHJ.org		YES
Al Dia Newspaper		Latino readership Weekly Newspaper		N/A
Philadelphia Gay News		Alternative readership Newspaper		N/A
Station Website		Internet job posting		N/A
Internal Posting		Job board posting		N/A
Camden Courier Post		General readership		N/A
Tvjobs.com		Tvjobs.com		N/A
Philadelphia Tribune		African America Readership		N/A
Craigslist		Craigslist.com		N/A
Spots and Dots		Spots&Dots.com		N/A
TVjobs.com		TVJobs.com		N/A
Philly Ad Club		Phillyadclub.com		N/A

**5) Job Title: Account Executive**
**Referral Source(s) of Hiree: Internal Positing**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (YES or No)
American Foundation for Negro Affairs	Samuel L. Evans	117 South 17 <sup>th</sup> Street, Suite 1200 Philadelphia, PA 19103	(215) 854-1470	YES
Greater Phila Urban Affairs Coalition	Jerry Mitchell	1207 Chestnut Street, 4 <sup>th</sup> Floor Philadelphia, PA 19107	(215) 851-0110	YES
ASPIRA	Alfredo Calderon	4322 North 5 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Philadelphia, PA 19140	(215) 455-1300	YES
Mayor's Commission on Aging	Pat West	100 South Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19110	(215) 686-8450	YES
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue Philadelphia, PA 19134	(215) 426-2200	YES
Mayor's Commission on Puerto Rican/Latin Affairs	Tom Carter	City Hall, Room 110 Philadelphia, PA 19107	(215) 686-2171	YES
Congreso	Brenda Brewington	216 W. Somerset St. Philadelphia, PA 19123	(215) 763-8870	YES
N.A.A.C.P.	Rhonda Williams	1619 West Cecil B. Moore Avenue Philadelphia, PA 19121	(215) 978-7500	YES
Concillio	Patricia Soria	705-09 North Franklin Street Philadelphia, PA 19123	(215) 627-3100	YES
Delaware City Office of Employment & Training	<i>Mike Caputo</i>	9 South 69 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Upper Darby, PA 19082	(610) 713-2200	YES
Northwest Career Link (formerly PA Job Center)	Mr. Joe West	235 West Chelton Avenue Philadelphia, PA 19144	(215) 560-5188	YES
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19122	(215) 236-7700	YES
South Philadelphia Career Link	Anielle LeBlanc	930 Washington Avenue Philadelphia, PA 19147-3898	(215) 952-1143	YES
Philadelphia Foundation	Phil Arko	1234 Market Street, Suite 1800 Philadelphia, PA 19107-3794	(215) 563-6417	YES
The Team Career Link	Donna Tuteck	701 Crosby Street, Suite B Chester, PA 19013-6096	(610) 447-3350	YES
Philadelphia Workforce Development Corp.	Dee Kaplan	1617 JFK Boulevard Philadelphia, PA 19103	(215) 557-2800	YES
Urban League	Michael Walker	136 West Girard Avenue Philadelphia, PA 19123	(215) 451-5005	YES
Women In Transition	Human Resources	21 South 12 <sup>th</sup> Street, 6 <sup>th</sup> Floor Philadelphia, PA 19107	(215) 564-5301	YES
Reemployment Transition Center	Danielle Veltri	100 S. Broad Street, Suite 1400 Philadelphia, PA 19110	(215) 496-9650	YES
York City Career Link	Steven Wantz	841 Vogelsong Road POBox 14008 York, PA 17404	717-767-5709	YES
Councilwoman Jannie L. Blackwell		City Hall, Room 408 Philadelphia, PA 19104	Shana.chapple@phila.gov	YES
The Association for Women in Communications	Patricia Troy	780 Ritchie Highway, Suite 28s Severna Park, MD 21146		YES

Bryn Mawr College	Sharon Powers	101 N. Merion Ave Bryn Mawr, PA 19010		YES
Cheyney University Career Services	Milt Colston	Cheyney & Creek Roads Cheyney, PA 19319-0200		YES
Connecticut School of Broadcasting	Renee, Director	One Cherry Hill Suite 203 Cherry Hill, NJ 08002		YES
Delaware County Comm. College	Jay Lang	McDade Blvd & Clifton Ave Collingdale, PA 19023		YES
Drexel Univ Career Mgmt. Services	Patricia Donahue	3141 Chestnut Street Room 222 Philadelphia, PA 19104		YES
Rowan University	Joe Giampalmi	201 Mullica Rd Glassboro, NJ 08028		YES
LaSalle University Career Planning & Development	Lou LaMorte	1900 West Olney Ave Philadelphia, PA 19141		YES
MSC 186 Lincoln Univ. Career Center	Brensa Neal	PO Box 179 Lincoln University, PA 19352		YES
Montgomery County Community College	Eileen Dogherty	PO Box 400 Blue Bell, PA 19422-0796		YES
Montgomery City Comm. College	Nancy Gazan	340 DeKalb Pike Blue Bell, PA 19422		YES
Pierce College Placement Office		1420 Pine Street Philadelphia, PA 19102		YES
Pennco Tech Placement Dept	Tanee Robertson	99 Erial Rd POBox 1427 Blackwood, NJ 08012		YES
Philadelphia Community College Job Placement	Tarsha Scovens	1700 Spring Garden Street Philadelphia, PA 19130		YES
Rutgers University Career Placement	Carol Young	326 Penn Street Camden, NJ 08102		YES
St. Josephs University Career Center	Terry Barth	5600 City Avenue Philadelphia, PA 19131-1395		YES
Temple University Career Dev. Services	Jennifer Bunch	1913 N. Broad Street Mitten Hall 2 <sup>nd</sup> Fl. Philadelphia, PA 19122-6092		YES
University of Pennsylvania Career Services	Pat Rose	3718 Locust Walk Suite 20 McNeil Bldg. Philadelphia, PA 19104-6209		YES
Villanova University Career Services	John O'Leary	800 Lancaster Ave Carr Hall Villanova, PA 19085-1699		YES
West Chester University Career Dev.	Elizabeth Giangiulio	Lawrence Bldg. Room 106 West Chester, PA 19383		YES
Metropolitan Career Center	Employment Services	162 West Chelton Ave Philadelphia, PA 19144		YES
Harcum Junior College Career Center	Director's Office	Montgomery & Morris Avenues Bryn Mawr, PA 19010		YES
Internal Posting		Job board posting		N/A
Al Dia Newspaper		Latino readership Weekly Newspaper		N/A
Philadelphia Gay News		Alternative readership Newspaper		N/A
Station Website		Internet job posting		N/A
Internal Posting		Job board posting		N/A



Camden Courier Post		General readership		N/A
Tvjobs.com		Tvjobs.com		N/A
Careerbuilder		Careerbuilder.com		N/A

### 5) Job Title: Reporter

### Referral Source(s) of Hire: Station Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (YES or No)
American Foundation for Negro Affairs	Samuel L. Evans	117 South 17 <sup>th</sup> Street, Suite 1200 Philadelphia, PA 19103	(215) 854-1470	YES
Greater Phila Urban Affairs Coalition	Jerry Mitchell	1207 Chestnut Street, 4 <sup>th</sup> Floor Philadelphia, PA 19107	(215) 851-0110	YES
ASPIRA	Alfredo Calderon	4322 North 5 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Philadelphia, PA 19140	(215) 455-1300	YES
Mayor's Commission on Aging	Pat West	100 South Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19110	(215) 686-8450	YES
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue Philadelphia, PA 19134	(215) 426-2200	YES
Mayor's Commission on Puerto Rican/Latin Affairs	Tom Carter	City Hall, Room 110 Philadelphia, PA 19107	(215) 686-2171	YES
Congreso	Brenda Brewington	216 W. Somerset St. Philadelphia, PA 19123	(215) 763-8870	YES
N.A.A.C.P.	Rhonda Williams	1619 West Cecil B. Moore Avenue Philadelphia, PA 19121	(215) 978-7500	YES
Concillio	Patricia Soria	705-09 North Franklin Street Philadelphia, PA 19123	(215) 627-3100	YES
Delaware City Office of Employment & Training	Mike Caputo	9 South 69 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Upper Darby, PA 19082	(610) 713-2200	YES
Northwest Career Link (formerly PA Job Center)	Mr. Joe West	235 West Chelton Avenue Philadelphia, PA 19144	(215) 560-5188	YES
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19122	(215) 236-7700	YES
South Philadelphia Career Link	Anielle LeBlanc	930 Washington Avenue Philadelphia, PA 19147-3898	(215) 952-1143	YES
Philadelphia Foundation	Phil Arko	1234 Market Street, Suite 1800 Philadelphia, PA 19107-3794	(215) 563-6417	YES
The Team Career Link	Donna Tuteck	701 Crosby Street, Suite B Chester, PA 19013-6096	(610) 447-3350	YES
Philadelphia Workforce Development Corp.	Dee Kaplan	1617 JFK Boulevard Philadelphia, PA 19103	(215) 557-2800	YES
Urban League	Michael Walker	136 West Girard Avenue Philadelphia, PA 19123	(215) 451-5005	YES
Women In Transition	Human Resources	21 South 12 <sup>th</sup> Street, 6 <sup>th</sup> Floor Philadelphia, PA 19107	(215) 564-5301	YES
Reemployment Transition Center	Danielle Veltri	100 S. Broad Street, Suite 1400 Philadelphia, PA 19110	(215) 496-9650	YES

York City Career Link	Steven Wantz	841 Vogelsong Road POBox 14008 York, PA 17404	717-767-5709	YES
Councilwoman Jannie L. Blackwell		City Hall, Room 408 Philadelphia, PA 19104	Shana.chapple@phila.gov	YES
The Association for Women in Communications	Patricia Troy	780 Ritchie Highway, Suite 28s Severna Park, MD 21146		YES
Bryn Mawr College	Sharon Powers	101 N. Merion Ave Bryn Mawr, PA 19010		YES
Cheyney University Career Services	Milt Colston	Cheyney & Creek Roads Cheyney, PA 19319-0200		YES
Connecticut School of Broadcasting	Renee, Director	One Cherry Hill Suite 203 Cherry Hill, NJ 08002		YES
Delaware County Comm. College	Jay Lang	McDade Blvd & Clifton Ave Collingdale, PA 19023		YES
Drexel Univ Career Mgmt. Services	Patricia Donahue	3141 Chestnut Street Room 222 Philadelphia, PA 19104		YES
Rowan University	Joe Giampalmi	201 Mullica Rd Glassboro, NJ 08028		YES
LaSalle University Career Planning & Development	Lou LaMorte	1900 West Olney Ave Philadelphia, PA 19141		YES
MSC 186 Lincoln Univ. Career Center	Brensa Neal	PO Box 179 Lincoln University, PA 19352		YES
Montgomery County Community College	Eileen Dogherty	PO Box 400 Blue Bell, PA 19422-0796		YES
Montgomery City Comm. College	Nancy Gazan	340 DeKalb Pike Blue Bell, PA 19422		YES
Pierce College Placement Office		1420 Pine Street Philadelphia, PA 19102		YES
Pennco Tech Placement Dept	Tanee Robertson	99 Erial Rd POBox 1427 Blackwood, NJ 08012		YES
Philadelphia Community College Job Placement	Tarsha Scovens	1700 Spring Garden Street Philadelphia, PA 19130		YES
Rutgers University Career Placement	Carol Young	326 Penn Street Camden, NJ 08102		YES
St. Josephs University Career Center	Terry Barth	5600 City Avenue Philadelphia, PA 19131-1395		YES
Temple University Career Dev. Services	Jennifer Bunch	1913 N. Broad Street Mitten Hall 2 <sup>nd</sup> Fl. Philadelphia, PA 19122-6092		YES
University of Pennsylvania Career Services	Pat Rose	3718 Locust Walk Suite 20 McNeil Bldg. Philadelphia, PA 19104-6209		YES
Villanova University Career Services	John O'Leary	800 Lancaster Ave Carr Hall Villanova, PA 19085-1699		YES
West Chester University Career Dev.	Elizabeth Giangulio	Lawrence Bldg. Room 106 West Chester, PA 19383		YES
Metropolitan Career Center	Employment Services	162 West Chelton Ave Philadelphia, PA 19144		YES
Harcum Junior College Career Center	Director's Office	Montgomery & Morris Avenues Bryn Mawr, PA 19010		YES
National Association of Hispanic Journalist		NAHJ.COM		YES

Al Dia Newspaper		Latino readership Weekly Newspaper		N/A
Philadelphia Gay News		Alternative readership Newspaper		N/A
Philadelphia Tribune		African American readership Newspaper		N/A
Station Website		Internet job posting		N/A
Philadelphia Weekly News		General Readership		N/A
Internal Posting		Job board posting		N/A
TVJOBS.COM		TVJOBS.COM		N/A
Craigslist.org		Craigslist.org		N/A

### 5) Job Title: Anchor

### Referral Source(s) of Hiree: Station Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (YES or No)
American Foundation for Negro Affairs	Samuel L. Evans	117 South 17 <sup>th</sup> Street, Suite 1200 Philadelphia, PA 19103	(215) 854-1470	YES
Greater Phila Urban Affairs Coalition	Jerry Mitchell	1207 Chestnut Street, 4 <sup>th</sup> Floor Philadelphia, PA 19107	(215) 851-0110	YES
ASPIRA	Alfredo Calderon	4322 North 5 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Philadelphia, PA 19140	(215) 455-1300	YES
Mayor's Commission on Aging	Pat West	100 South Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19110	(215) 686-8450	YES
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue Philadelphia, PA 19134	(215) 426-2200	YES
Mayor's Commission on Puerto Rican/Latin Affairs	Tom Carter	City Hall, Room 110 Philadelphia, PA 19107	(215) 686-2171	YES
Congreso	Brenda Brewington	216 W. Somerset St. Philadelphia, PA 19123	(215) 763-8870	YES
N.A.A.C.P.	Rhonda Williams	1619 West Cecil B. Moore Avenue Philadelphia, PA 19121	(215) 978-7500	YES
Concillio	Patricia Soria	705-09 North Franklin Street Philadelphia, PA 19123	(215) 627-3100	YES
Delaware City Office of Employment & Training	Mike Caputo	9 South 69 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Upper Darby, PA 19082	(610) 713-2200	YES
Northwest Career Link (formerly PA Job Center)	Mr. Joe West	235 West Chelton Avenue Philadelphia, PA 19144	(215) 560-5188	YES
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19122	(215) 236-7700	YES
South Philadelphia Career Link	Anielle LeBlanc	930 Washington Avenue Philadelphia, PA 19147-3898	(215) 952-1143	YES
Philadelphia Foundation	Phil Arko	1234 Market Street, Suite 1800 Philadelphia, PA 19107-3794	(215) 563-6417	YES
The Team Career Link	Donna Tuteck	701 Crosby Street, Suite B Chester, PA 19013-6096	(610) 447-3350	YES

Philadelphia Workforce Development Corp.	Dee Kaplan	1617 JFK Boulevard Philadelphia, PA 19103	(215) 557-2800	YES
Urban League	Michael Walker	136 West Girard Avenue Philadelphia, PA 19123	(215) 451-5005	YES
Women In Transition	Human Resources	21 South 12 <sup>th</sup> Street, 6 <sup>th</sup> Floor Philadelphia, PA 19107	(215) 564-5301	YES
Reemployment Transition Center	Danielle Veltri	100 S. Broad Street, Suite 1400 Philadelphia, PA 19110	(215) 496-9650	YES
York City Career Link	Steven Wantz	841 Vogelsong Road POBox 14008 York, PA 17404	717-767-5709	YES
Councilwoman Jannie L. Blackwell		City Hall, Room 408 Philadelphia, PA 19104	Shana.chapple@phila.gov	YES
The Association for Women in Communications	Patricia Troy	780 Ritchie Highway, Suite 28s Severna Park, MD 21146		YES
Bryn Mawr College	Sharon Powers	101 N. Merion Ave Bryn Mawr, PA 19010		YES
Cheyney University Career Services	Milt Colston	Cheyney & Creek Roads Cheyney, PA 19319-0200		YES
Connecticut School of Broadcasting	Renee, Director	One Cherry Hill Suite 203 Cherry Hill, NJ 08002		YES
Delaware County Comm. College	Jay Lang	McDade Blvd & Clifton Ave Collingdale, PA 19023		YES
Drexel Univ Career Mgmt. Services	Patricia Donahue	3141 Chestnut Street Room 222 Philadelphia, PA 19104		YES
Rowan University	Joe Giampalmi	201 Mullica Rd Glassboro, NJ 08028		YES
LaSalle University Career Planning & Development	Lou LaMorte	1900 West Olney Ave Philadelphia, PA 19141		YES
MSC 186 Lincoln Univ. Career Center	Brensa Neal	PO Box 179 Lincoln University, PA 19352		YES
Montgomery County Community College	Eileen Dogherty	PO Box 400 Blue Bell, PA 19422-0796		YES
Montgomery City Comm. College	Nancy Gazan	340 DeKalb Pike Blue Bell, PA 19422		YES
Pierce College Placement Office		1420 Pine Street Philadelphia, PA 19102		YES
Pennco Tech Placement Dept	Tanee Robertson	99 Erial Rd POBox 1427 Blackwood, NJ 08012		YES
Philadelphia Community College Job Placement	Tarsha Scovens	1700 Spring Garden Street Philadelphia, PA 19130		YES
Rutgers University Career Placement	Carol Young	326 Penn Street Camden, NJ 08102		YES
St. Josephs University Career Center	Terry Barth	5600 City Avenue Philadelphia, PA 19131-1395		YES
Temple University Career Dev. Services	Jennifer Bunch	1913 N. Broad Street Mitten Hall 2 <sup>nd</sup> Fl. Philadelphia, PA 19122-6092		YES
University of Pennsylvania Career Services	Pat Rose	3718 Locust Walk Suite 20 McNeil Bldg. Philadelphia, PA 19104-6209		YES

Villanova University Career Services	John O'Leary	800 Lancaster Ave Carr Hall Villanova, PA 19085-1699		YES
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Metropolitan Career Center	Employment Services	162 West Chelton Ave Philadelphia, PA 19144		YES
Harcum Junior College Career Center	Director's Office	Montgomery & Morris Avenues Bryn Mawr, PA 19010		YES
National Association of Hispanic Journalist		NAHJ.COM		YES
Al Dia Newspaper		Latino readership Weekly Newspaper		N/A
Philadelphia Gay News		Alternative readership Newspaper		N/A
Philadelphia Tribune		African American readership Newspaper		N/A
Station Website		Internet job posting		N/A
Philadelphia Weekly News		General Readership		N/A
Internal Posting		Job board posting		N/A
TVJOBS.COM		TVJOBS.COM		N/A
Craigslist.org		Craigslist.org		N/A

### 5) Job Title: Production Assistant

### Referral Source(s) of Hiree: Internal Posting

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	Did Recruitment Source Request Notification? (YES or No)
American Foundation for Negro Affairs	Samuel L. Evans	117 South 17 <sup>th</sup> Street, Suite 1200 Philadelphia, PA 19103	(215) 854-1470	YES
Greater Phila Urban Affairs Coalition	Jerry Mitchell	1207 Chestnut Street, 4 <sup>th</sup> Floor Philadelphia, PA 19107	(215) 851-0110	YES
ASPIRA	Alfredo Calderon	4322 North 5 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Philadelphia, PA 19140	(215) 455-1300	YES
Mayor's Commission on Aging	Pat West	100 South Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19110	(215) 686-8450	YES
Community Women's Education Project	Dawn Williams	2801 Frankford Avenue Philadelphia, PA 19134	(215) 426-2200	YES
Mayor's Commission on Puerto Rican/Latin Affairs	Tom Carter	City Hall, Room 110 Philadelphia, PA 19107	(215) 686-2171	YES
Congreso	Brenda Brewington	216 W. Somerset St. Philadelphia, PA 19123	(215) 763-8870	YES
N.A.A.C.P.	Rhonda Williams	1619 West Cecil B. Moore Avenue Philadelphia, PA 19121	(215) 978-7500	YES
Concillio	Patricia Soria	705-09 North Franklin Street Philadelphia, PA 19123	(215) 627-3100	YES
Delaware City Office of Employment & Training	Mike Caputo	9 South 69 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Upper Darby, PA 19082	(610) 713-2200	YES



Northwest Career Link (formerly PA Job Center)	Mr. Joe West	235 West Chelton Avenue Philadelphia, PA 19144	(215) 560-5188	YES
Opportunity Industrialization Center	Kevin Cafferty	1231 North Broad Street, 4 <sup>th</sup> Floor Philadelphia, PA 19122	(215) 236-7700	YES
South Philadelphia Career Link	Anielle LeBlanc	930 Washington Avenue Philadelphia, PA 19147-3898	(215) 952-1143	YES
Philadelphia Foundation	Phil Arko	1234 Market Street, Suite 1800 Philadelphia, PA 19107-3794	(215) 563-6417	YES
The Team Career Link	Donna Tuteck	701 Crosby Street, Suite B Chester, PA 19013-6096	(610) 447-3350	YES
Philadelphia Workforce Development Corp.	Dee Kaplan	1617 JFK Boulevard Philadelphia, PA 19103	(215) 557-2800	YES
Urban League	Michael Walker	136 West Girard Avenue Philadelphia, PA 19123	(215) 451-5005	YES
Women In Transition	Human Resources	21 South 12 <sup>th</sup> Street, 6 <sup>th</sup> Floor Philadelphia, PA 19107	(215) 564-5301	YES
Reemployment Transition Center	Danielle Veltri	100 S. Broad Street, Suite 1400 Philadelphia, PA 19110	(215) 496-9650	YES
York City Career Link	Steven Wantz	841 Vogelsong Road POBox 14008 York, PA 17404	717-767-5709	YES
Councilwoman Jannie L. Blackwell		City Hall, Room 408 Philadelphia, PA 19104	Shana.chapple@ phila.gov	YES
The Association for Women in Communications	Patricia Troy	780 Ritchie Highway, Suite 28s Severna Park, MD 21146		YES
Bryn Mawr College	Sharon Powers	101 N. Merion Ave Bryn Mawr, PA 19010		YES
Cheyney University Career Services	Milt Colston	Cheyney & Creek Roads Cheyney, PA 19319-0200		YES
Connecticut School of Broadcasting	Renee, Director	One Cherry Hill Suite 203 Cherry Hill, NJ 08002		YES
Delaware County Comm. College	Jay Lang	McDade Blvd & Clifton Ave Collingdale, PA 19023		YES
Drexel Univ Career Mgmt. Services	Patricia Donahue	3141 Chestnut Street Room 222 Philadelphia, PA 19104		YES
Rowan University	Joe Giampalmi	201 Mullica Rd Glassboro, NJ 08028		YES
LaSalle University Career Planning & Development	Lou LaMorte	1900 West Olney Ave Philadelphia, PA 19141		YES
MSC 186 Lincoln Univ. Career Center	Brensa Neal	PO Box 179 Lincoln University, PA 19352		YES
Montgomery County Community College	Eileen Dogherty	PO Box 400 Blue Bell, PA 19422-0796		YES
Montgomery City Comm. College	Nancy Gazan	340 DeKalb Pike Blue Bell, PA 19422		YES
Pierce College Placement Office		1420 Pine Street Philadelphia, PA 19102		YES
Pennco Tech Placement Dept	Tanee Robertson	99 Erial Rd POBox 1427 Blackwood, NJ 08012		YES

Philadelphia Community College Job Placement	Tarsha Scovens	1700 Spring Garden Street Philadelphia, PA 19130		YES
Rutgers University Career Placement	Carol Young	326 Penn Street Camden, NJ 08102		YES
St. Josephs University Career Center	Terry Barth	5600 City Avenue Philadelphia, PA 19131-1395		YES
Temple University Career Dev. Services	Jennifer Bunch	1913 N. Broad Street Mitten Hall 2 <sup>nd</sup> Fl. Philadelphia, PA 19122-6092		YES
University of Pennsylvania Career Services	Pat Rose	3718 Locust Walk Suite 20 McNeil Bldg. Philadelphia, PA 19104-6209		YES
Villanova University Career Services	John O'Leary	800 Lancaster Ave Carr Hall Villanova, PA 19085-1699		YES
West Chester University Career Dev.	Elizabeth Giangulio	Lawrence Bldg. Room 106 West Chester, PA 19383		YES
Metropolitan Career Center	Employment Services	162 West Chelton Ave Philadelphia, PA 19144		YES
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National Association of Hispanic Journalist		NAHJ.COM		YES
Al Dia Newspaper		Latino readership Weekly Newspaper		N/A
Philadelphia Gay News		Alternative readership Newspaper		N/A
Philadelphia Tribune		African American readership Newspaper		N/A
Station Website		Internet job posting		N/A
Philadelphia Weekly News		General Readership		N/A
Internal Posting		Job board posting		N/A
TVJOBS.COM		TVJOBS.COM		N/A
Craigslist.org		Craigslist.org		N/A

**6) Hiree Recruitment Source Summary.** List the Recruitment Source that referred the Hiree for each full-time vacancy during the proceeding year.

<u>Name of Hiree</u>	<u>Name of Recruitment Source</u>
1.	Station Website
2.	N/A (exigent circumstances)
3.	Station Website
4.	Internal Posting
5.	Internal Posting
6.	Internal Posting
7.	Station Website
8.	Internal Posting
9.	Internal Posting
10.	Career Builder
11.	Internal Posting
12.	Station Website
13.	Station Website
14.	Internal Posting

**7) Total # of Interviewees Referred by Each Source:** For the period from 4/01/07 to 03/31/08, this Employment Unit interviewed **65** Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
(1) Newspaper & Trade Advertisements	0
(2) Stations Website	42
(3) Internal Posting	14
(4) Employment Websites	9
(5) Market Referrals	0

( \_\_ Check here if additional Recruitment Sources are listed on an attached sheet, using identical format.)

**8) Supplemental Recruitment Measures:** List and briefly describe the Supplemental Recruitment Measures undertaken during the proceeding twelve (12) months for the following four (4) recruitment activities.

**(a) Job Fairs.** (Each employment unit must host or co-sponsor one job fair OR participate in at least four job fairs.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)

**(b) Internship** (Each employment unit must establish an internship program.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Notices of KYW-TV / WPSG-TV Internship Program are mailed to Colleges, Universities and trade schools in Pennsylvania and New Jersey quarterly. In addition, details about our Spring, Summer and Fall Internship Programs are also listed on our website kyw.com and CWphilly57.com. Primarily, participants major in Communications or Journalism. The program is also open to those who major in English, History, Political Science, Fine Art, Marketing and related areas. Interns can join the News, Creative Services, Sales, Art, Research, Communications and Business departments for a semester of fun and learning.	May 23, 2008 September 05, 2008 January 23, 2009	Paul Marrero: Human Resource Manager All Department Heads and sub managers.
2. NEWS APPRENTICESHIP PROGRAM: CBS Television Inc. has developed a News Apprenticeship Program which was piloted in 2005 at a number of our television stations across the country. We operate stations with news in the following markets: Austin, Boston, Chicago, Dallas/Ft. Worth, Denver, Detroit, Green Bay, Los Angeles, Miami, Minneapolis, New York, Philadelphia, Pittsburgh, Sacramento, Salt Lake City and San Francisco. The Program will expose candidates to the various disciplines of broadcast journalism from the assignment desk to newscast writing and producing, promotion writing, news editing to special projects. Apprentices will be working side by side with News Department professionals, learning their craft and gaining valuable experience and knowledge. This is truly a unique opportunity for a recent college graduate who has a serious interest in pursuing a career in TV News. We are seeking individuals who are	Applications will be accepted beginning June –December 2008. Apprenticeship programs will be implemented across the country, at varying times, throughout the coming months.	Susan Schiller: VP & News Director

looking to work "behind the camera" with an ultimate goal to be part of a Newsroom management team.		
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(c) **Participation in Events.** (Each employment unit must participate in at least four events relating to career opportunities in broadcasting sponsored by educational institutions.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<b>Susan G. Komen for the Cure -- Philadelphia Affiliate -- inaugural P.I.N. Stripes networking event.</b> P.I.N. ("Philanthropy. Insights. Networking") Stripes is a gathering of young individuals aspiring to achieve professional prominence, an exclusive look at the stories behind the most eminent career success stories and an opportunity to make connections for bettering one's career.	<b>April 3, 2008, 6:00-8:00pm -</b>	CBS3 Traffic Reporter Bob Kelly served as the panel moderator. Location: Rae Restaurant, 2929 Arch Street, Philadelphia, PA 19104.
<b>- Sewell School -- Career Day.</b> CBS3 Meteorologist Doug Kammerer did a weather presentation for students (grades K-4) during their career day. Location: Sewell School, 40 McAnally Drive, Sewell, NJ 08080	<b>May 14, 2008, 12:30-1:15pm</b>	. CBS3 Meteorologist Doug Kammerer
<b>AAA Mid-Atlantic -- The Outstanding AAA School Safety Patrols of the Year.</b> CBS3 Consumer Reporter Jim Donovan served as the motivational keynote speaker which featured 5th, 6th, 7th & 8th grade student honorees. Location: Radisson Hotel Valley Forge, 1160 First Avenue, King of Prussia, PA 19406.	<b>May 16, 2008, 12:00-1:00pm</b>	CBS3 Consumer Reporter Jim Donovan
<b>- The Career Wardrobe -- A Perfect Fit Fundraiser.</b> CBS3 Anchor Mary Stoker-Smith donated and modeled a suit for this organization's signature event fundraiser which helps assist women successfully transition to work by providing professional attire, networking and career skills. Location: World Cafe Live, 3025 Walnut Street, Philadelphia, PA 19104.	<b>June 11, 2008, 6:30-8:30pm</b>	CBS3 Anchor Mary Stoker-Smith
<b>Greater Northeast Philadelphia Chamber of Commerce -- Media Workshop.</b> CBS3 Anchor Susan Barnett served as the guest speaker of this event which was designed to inform the public on how to use the media to their benefit. President/General Manager Michael Colleran was also on hand. Location: Norcom Community Center, 10980 Norcom Road, Philadelphia, PA 19154.	<b>June 12, 2008, 12:15-2:00pm</b>	. CBS3 Anchor Susan Barnett . President/General Manager Michael Colleran
<b>Variety The Children's Charity -- Program Director's Meeting -- How to Talk to the Media.</b> CBS3 Consumer Reporter Jim Donovan spoke to charitable program directors about what to expect during an interview with a media outlet. Location: Variety - The Children's Charity, 1520 Locust Street, 2nd Floor, Philadelphia, PA 19102.	<b>June 25, 2008, 12:00-1:00pm</b>	CBS3 Consumer Reporter Jim Donovan
<b>Susan G. Komen for the Cure -- Philadelphia Affiliate -- P.I.N. Stripes networking event.</b> The second event in the series. P.I.N. ("Philanthropy. Insights. Networking") Stripes is a gathering of young individuals aspiring to achieve professional prominence, an exclusive look at the stories behind the most eminent career success stories and an opportunity to make connections for bettering one's career. CBS3 Traffic Reporter Bob Kelly served as the panel moderator. Location: Pyramid Club, 1735 Market Street, Philadelphia, PA 19103.	<b>September 10, 2008, 6:00-8:00pm</b>	. CBS3 Traffic Reporter Bob Kelly



<b>- Burlington County Chamber of Commerce -- Annual Media Day.</b> CBS3 Digital Journalist Nicole Brewer joined a panel of experts in the field to speak to college students regarding the benefits of using media in an online world. Location: The Enterprise Center at Burlington County College, 3331 Route 38, Mt. Laurel, NJ 08054	<b>October 10, 2008, 8:00am-9:15am</b>	CBS3 Digital Journalist Nicole Brewer
<b>Greater Philadelphia Chamber of Commerce -- Women in the Workforce Breakfast.</b> More than 200 women business leaders gathered to hear a panel of diverse and prominent female speakers share stories of their success and career paths. Panelists shared their tools and techniques for success through a rapid-fire question-and-answer session. Then, attendees had the chance to take part in discussions with each panelist as they rotated among small groups to lead informal and intimate conversations and provide more insight on networking, self-promotion and mentoring. CBS3 anchor Liz Keptner served as the panel moderator. Location: Rittenhouse Hotel, 210 W. Rittenhouse Square, Philadelphia, PA 19103.	<b>December 17, 2008, 7:30am-10:30am</b>	CBS3 anchor Liz Keptner
<b>- New Choices, New Options -- Youth Career Day.</b> CBS3/CW Philly 57 anchor/reporter Natasha Brown served as the keynote speaker to encourage students (grades K-8) to stay in school and accomplish their dreams. Location: John Story Jenks School, 8301 Germantown Avenue, Philadelphia, PA 19118.	<b>February 19, 2009, 10:00am-12:00pm</b>	CBS3/CW Philly 57 anchor/reporter Natasha Brown
<b>KYW Newsradio Newstudies program.</b> Every year since 1968, KYW Newsradio 1060 has given high school juniors and seniors the opportunity to learn about the inner workings of a major market radio station with the Newstudies student reporter program. Students come to KYW Newsradio on six Saturdays to learn news writing, reporting, ethics, and interviewing skills from station managers, editors, reporters and anchors and guest speakers, then research, write and record news stories about their schools and/or communities. One of those Saturdays includes exposure to sister television stations CBS3/CW Philly 57. VP of News Susan Schiller and Consumer Reporter Jim Donovan served as guest speakers and tour facilitators of this portion of the six-week educational program.	<b>February 21, 2009, 9:00am-12:00pm</b>	VP of News Susan Schiller and Consumer Reporter Jim Donovan
<b>NATAS (National Academy of Television Arts &amp; Sciences) "How to Get Your First Job in Television" workshop.</b> TV professionals talk to students about getting jobs in the industry. CBS3/CW Philly 57 anchor/reporter Natasha Brown served on the panel. Location: FOX29, 330 Market Street, Philadelphia, PA 19106	<b>February 21, 2009, 9:30am-12:30pm</b>	CBS3/CW Philly 57 anchor/reporter Natasha Brown
<b>- Philadelphia Public Relations Association -- PPRA Careers 101.</b> Open to students and young professionals in the Philadelphia region, this free seminar is a chance to meet and hear from top PR minds from all areas of the profession, including agency, non-profit, corporate, healthcare, politics, and sports. The panelists share insight into their careers and the realities of working in public relations, as well as tips on how to stand out in this difficult job market. CBS3 anchor Pat Ciarrocchi served as the panel moderator. Location: PECO, Energy Hall, 2301 Market Street, Philadelphia, PA 19103.	<b>March 25, 2009, 6:00-8:00pm</b>	CBS3 anchor Pat Ciarrocchi

- (d) **Training Management Personnel.** (Each Employment Unit must train management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.)

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
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1. All full-time employees and management are required to complete a one-hour web based training program focusing on discrimination, harassment, and equal employment opportunity practices.	All full-time employees	One hour web based question and answer training. Certificates of completion are held at our corporate office in New York, NY
2. All full-time employees and management are required to complete a web based training program focusing on the proper use of company email..		Web based question and answer training. Certificates of completion are held at our corporate office in New York, NY